

CRANSTON SCHOOL COMMITTEE
MONDAY, MAY 19, 2008
WESTERN HILLS MIDDLE SCHOOL
400 PHENIX AVENUE
EXECUTIVE SESSION: 5:30 P.M.
PUBLIC SESSION: 7:00 P.M.

MINUTES

The regular monthly meeting of the Cranston School Committee was held on the evening of the above date at Western Hills Middle School in the auditorium with the following members present: Mr. Archetto, Mrs. Greifer, Ms. Iannazzi, Mr. Lombardi, Mr. Stycos, Mrs. Tocco-Greenaway, and Mr. Traficante. Also present were Mr. Scherza, Mr. Nero, Mr. Balducci, Mr. Votto, Mr. Laliberte, and Mrs. Lundsten. Also present for a short time was Attorney Ronald Cascione.

The meeting was called to 5:35 p.m. It was moved by Ms. Iannazzi, seconded by Mrs. Tocco-Greenaway and unanimously carried that the members adjourn to Executive Session pursuant to RI State Laws PL 42-46-5(a)(1) Personnel (Non-renewal of Administrators' Contracts) and PL 42-46-5(a)(2) Collective Bargaining and Litigation (possible litigation – Caruolo Action.)

Chairman Traficante reconvened public session at 7:20 p.m.

The roll was called and the Pledge of Allegiance conducted.

Chairman Traficante asked for a moment of silence for Linda Santurri, a teacher assistant at Bain Middle School, who passed away recently and for the untimely death of James Pagano, a member of the Cranston Fire Department, who was shot to death yesterday.

I. Executive Session Minutes Sealed – May 19, 2008

Moved by Mr. Lombardi, seconded by Mrs. Greifer and unanimously carried that the May 19, 2008 Executive Session minutes remain confidential.

II. Minutes of Previous Meetings Approved – April 7, 2008; April 9, 2008;

April 14, 2008; April 22, 2008; and April 29, 2008

Moved by Mr. Lombardi, seconded by Mrs. Greifer and unanimously carried that the minutes of the April 7, 2008, April 9, 2008, April 14, 2008, April 22, 2008, and April 29, 2009 meetings be approved.

III. Public Acknowledgements / Communications

The School Committee recognized Cranston City Councilman Emilio

Navarro who was present in the audience.

Page 2 May 19, 2008

Attorney Cascione stated to the public that there were a number of personnel items on the agenda for this meeting. The School Committee would be voting on these items without discussion. Because of the open meetings law, the public should know that if any votes result in adverse action, by law the person involved by law will receive notification listing the adverse action reasons. The individual can request a hearing in open session or in closed session. They have the right to cross-examine witnesses.

IV. Chairperson Communications

There were none.

V. Superintendent Communications

Superintendent Scherza stated that it was always nice to present good news. He stated that on Friday, he received a letter from the New England Association of Schools and Colleges relative to the accreditation visit for Cranston High School West. The report was superlative as was stated in a letter dated May 14, 2008 from the Association. He highlighted several points in their letter. Superintendent Scherza congratulated the administration and the

faculty for turning this school around. He highlighted all of the programs and services at West that the Commission was so impressed with.

Superintendent Scherza also congratulated the Park View Middle School Technology Education Program which has gained international recognition. This program is one of less than fifty programs worldwide to earn the prestigious Program Excellence Award. He thanked the teachers in this program as well as the students.

VI. School Committee Member Communications

Mrs. Greifer noted that the grant applications total \$334,000 for this month, and this may be a record for this year.

Mr. Stycos reported that he is a member of the City Recreation Committee and that this committee met last week. He reported that the city put down artificial turf on Cranston Stadium, and as a result the director said that they received rental income this year. They expect to start redoing the Cranston West track on June 9th and have it completed by September 1st. The Cranston East baseball field is being done, and they will start September 1st and finish this project one month later. At the Cranston West baseball field, they are eliminating the lip between the infield and the outfield. They will do this work in house in September.

Ms. Iannazzi stated that Charlotte Josephs and the Woodridge School community have stepped up to the plate to help the students through a difficult situation. She thanked Laura Albanese for coming to Woodridge to help out.

Page 3 May 19, 2008

VII. Public Hearing

a. Students (Agenda/Non-agenda Items)

Cadet LTC Stefano Falla, Member of the Cranston East JROTC Program – He read the following statement: I am the current Battalion Commander of the Thunderbolt Corps of Cadets. Here today we have been called upon to voice our conviction. Many of you here have fully supported our program in its well appreciated acts of school and community service. My fellow cadets and I are just going to briefly inform those who may not be fully aware of our unforgotten efforts. The success of our program can best be derived from our competitive teams and vast amounts of community service. I began my high school career with an interest in our program mainly due to our distinguished Drill Team. My sophomore year at East I decided to join JROTC with only a hope that I would gain entry to this competitive team. After hearing that they only practiced before school at 6:00, I knew that they were disciplined. I quickly learned after attending a couple of morning practices that they were the elite

cadets. I have never seen a group of students so driven and committed to a team that doesn't just reveal character but develops it as well. I am proud to say that after that day I have been part of that team, and this past year was elected Captain of the Drill Team. I only ask that the School Committee takes into consideration not only the future of our corps but also the strong bonds built between the cadets and those especially participating on any of the teams. I will now be followed by our Battalion Executive Officer, Cadet Major William Hooper.

Cadet Major William Hooper, Member of the Cranston High School East JROTC Program – I am the Cranston High School East Battalion Executive Officer. My main responsibility this year was to plan and coordinate all events and functions. During my tenure here with the Thunderbolt Battalion, I've had the opportunity to help my community, school, and peers a countless number of times. Beginning with my freshman year, we were encouraged to be leaders and positive role models for everyone around us. Our fellow upper class cadets led us in our endeavors to always better the community. Within the last four years, I've been thanked by the needed, praised by the less fortunate, and at times, felt no greater sense of pride not only in myself, but my organization as a whole. Through proper leadership and team work, freshmen through seniors come together to accomplish tasks handed to us by those in need. We have dealt with many other groups and organizations, and we have always left a positive impact. I feel confident that our younger cadets will carry on

this tradition of excellence especially our freshmen who exhibit a tremendous amount of enthusiasm and professionalism who will rise to the challenges of the future. As a whole, the Cranston High School East Thunderbolt Battalion will carry on our status as Honor Unit with Distinction for many more years if given the chance. Not only would we, the cadets, want to continue but I'm sure our community and school also greatly appreciate our efforts.

Cadet Captain Wall, Member of the Cranston High School East JROTC – He stated that he has been a cadet at Cranston East for four years. Without the Battalion he would not be the same person he is today. He was told to never forget his goals. As an upper classman, he brings those values with him. As a leader in the Battalion, he has watched his subordinates

Page 4 May 19, 2008

grow. Next year he is going to attend the University of Massachusetts, and he would not have had this opportunity without the JROTC Program. He asked the School Committee that they not take this opportunity away from the future cadets.

Cadet Staff Sergeant Channa Uy – Member of the Cranston High School East JROTC – She read the following statement: As being part of the Cranston East Thunderbolt Battalion, I feel that this program has given me more than just a classroom learning

experience but the feeling of enlightenment as I stand here tonight. This program has opened me up in ways that I've never felt before. I am able to challenge myself in many new ways. Sometimes my parents can't even believe this girl can spin an 8 pound rifle or climb a rock wall. Not only do I have a new outlook on life but I am able to see others around me as a team rather than a group of individuals. Tonight, and forever, I hope that JROTC will stand here with me in Cranston East because it has taught me how to fully reach my potential. Overall, the JROTC Thunderbolt Battalion has impacted me as a cadet, student, friend, and a daughter in ways that no other program has ever done. To say the least, there are so many other things to mention about how significant this means to me but tonight the smile on my face as I wear this army green uniform says it all. Cadet Staff Sergeant Uy recited the JROTC oath for the School Committee.

b. Members of the Public (Agenda Matters Only)

Mrs. Poudros, who spoke on behalf of her son, Nathan Poudros – She spoke on behalf of her son, Nathan, who was signing up for the Navy this evening. She stated that he was signing up for the Navy because of one woman, Mrs. Deb Salone who is the former principal of the AEP Program. She has helped many young men and women. She helped them through many difficult times. Nathan lost his father recently, and he wanted to thank the women on his journey who showed him the way to go and not to go and who showed him

strength and compassion and the light. He recognized the women who showed him how to live and not to live and to those women who showed him what he is, to those women whose love, encouragement, and confidence helped him. To these women he said thank you. He thanked Mrs. Salone and the Adult Education Program. He was very sorry that her contract was not renewed.

Theodore F. Low, Civilian Aide to the Secretary of the Army – He read the following statement: I am the civilian aide to the Secretary of the Army. Tonight, I am representing both the Secretary and the Army. As you are well aware, the Army is the sponsor of the JROTC Program in almost 2,000 high schools throughout the United States. This is one of the many out-reach programs that we have developed as a service to the public and especially in the field of education. This is not, and I repeat not, an Army recruiting tool or program. The simple words of our mission are “to motivate young people to be better citizens” and not to prepare students for the military. It is “to instill in students, in our secondary educational institutions the value of citizenship, service to our great nation, personal responsibility and a sense of accomplishment.” We also promote a drug-free, constructive and energized learning

Page 5 May 19, 2008

environment for our participating schools. The JROTC does this by physical and mental challenges, preparation for college,

self-confidence and self-discipline, community involvement, camaraderie and team work, higher standards than most schools, broader education, amazing field trips, and learning of leadership qualities. The Army is very proud to be a part of the City of Cranston's educational system, and we are extremely gratified to be represented by the Junior ROTC Thunderbolt Corps of Cadets at Cranston High School East. This unit has been and is currently considered to be one of the very best in the country, a member of that top 5% of all JROTC units that have consistently earned "Honors with Distinction" status. We are very much dismayed that the School Committee would even consider the abolishment of this great program especially when the committee is responsible to provide the very best it can to educate its students and when the community is aware that this program has created an environment that does so very much for those students who are and have been a part of the JROTC and at such a minimal cost. The cost to the taxpayers is minimal; the results are exceptional. All test books, instructional materials, uniforms, insignia, flags and equipment are supplied by the Army. The school is only responsible to supply a school room and some additional space for storage; in addition, only 50% of the salaries of the retired commissioned and non-commissioned officer instructors are the responsibility of the city. Believe me, there is nothing more rewarding than JROTC extracurricular activities except maybe the JROTC classes. If you really want to do your job properly and you want your students to be prepared for the 21st Century, you must continue with this great program. The JROTC is an important

building block for their future. Please do not deprive your students and the Cranston community of the many benefits that are now enjoyed by having such an outstanding JROTC Program.

Paul McNamara, Retired Cranston Public Schools' Teacher – Mr. McNamara stated that he started the JROTC Program at Cranston High School East in 1989 and taught it for fourteen years. The monetary value and the non-monetary value – he didn't think they could separate the two. To arrive at the conclusion the committee has, they have to consider both. He asked the committee what they will do with the 125 students that will be displaced; they will go into other classes. They will increase the size of some sections creating an overload, and additional sections would be added. Displacing 125 students would result in a .6 FTE teacher to a 1.0 FTE equivalent teacher. That has to be subtracted from the savings. He asked what JROTC is all about, and these students have said it better than he could. He has been around the JROTC program for 27 years. One constant threat is that the committee doesn't know what JROTC is all about. One can take it at URI or PC, but it is totally different from high school JROTC. At Cranston East, it is not a military program. Colonel Low mentioned motivating students. The translation of that mission is seen every day in the curriculum which says what JROTC is about which is keeping students in school and keeping them away from drugs, alcohol and getting pregnant. The students set goals, have self-discipline, graduate and become productive members of society. It prepares students for life and what they learn in the

classroom can be put into effect immediately. He asked how often people have heard, "You better learn because some day you will have to use it." What one learns in the classroom he or she can put into effect immediately. He asked the committee if it would surprise them

Page 6 May 19, 2008

that seven out of eight young men and women who graduate from Cranston East never have anything to do with the military. That is okay because the program is preparing them for life in or out of the military. He received an e-mail from a former student who said that he hated school so much but knew he belonged with JROTC. The program motivates students to be better citizens. He asked how the committee could produce a dollar value on those things that produce those results.

Major Richard Cournoyer, Senior Army Instructor at Cranston High School East – He read the following statement: I've had the honor to serve as the Senior Army Instructor at Cranston High School East for the past five years. I believe that to recommend disestablishment of the JROTC program with a record of excellence that our program has sustained for almost 20 years is unprecedented in this country. In 1996 the Thunderbolt cadets were officially recognized by this committee for achieving two consecutive years of "Honor Unit with Distinction." The Department of the Army presents this status to JROTC units that maintain an exceptionally high standard of

performance, usually reserved for about 5% of the almost 1,900 Army JROTC units in the Continental US and at DoD schools abroad. This year the Thunderbolt Corps of Cadets is proud to share with the Cranston School community that they have achieved “Honor Unit with Distinction Status” for the 12th consecutive year.” Excellence perpetuates excellence; the pride and honor of the outstanding young men and women of Cranston who join the ranks of the Thunderbolt Battalion always seem to find a way to motivate themselves to work together, and it is clear to me that they do this out of respect for the hard work of those who came before them. They don’t want to have the distinction of losing that hard-earned status and reputation. The strength of this program is its school and community support. The Thunderbolt Battalion traditionally supports on an annual basis such organizations as the Rhode Island Special Olympics, the Audubon Society and other environmental groups, many retired military and prominent civic organizations in Rhode Island, we have a twelve-year relationship with St. Patrick’s Soup Kitchen and Mary’s House Pantry in Providence, the focus of our Service Learning Project each year, where the Cadets have spearheaded efforts to provide tons of food items, clothing and toys for our less fortunate citizens during each holiday season. The cadets have performed hundreds of Honor/Color Guards at both schools, city and state government events. Our cadets compete with regular success at the Regional and National Level in both precision drill and other competitions that require great physical stamina, mental focus and teamwork. Our cadets are routinely the Annual Summer Leadership Camp Honor Graduates.

This record is public information as our annual unit reports are endorsed by school officials and validated by the US Army Cadet command. I believe that to consider closing our program runs starkly in contrast with a significant national trend for schools that have the program and who are building upon the JROTC curriculum as a vehicle to fulfill their character education accreditation requirements. It also occurs to me that just a few short years ago the JROTC Program played an integral role in the successful accreditation process that Cranston High School East experienced. In fact, our Cadets represented the student body and served as escorts for the visiting team members' assessment of individual classrooms and lessons presented by our faculty. The chief of that visiting team was assigned to observe JROTC lessons in our classroom, and it was most

Page 7 May 19, 2008

favorably received. I hope and trust that these points and those presented by others should result in an objective review of the genuine motivations that led to this referendum.

Mary Genco – She wished to speak on Resolution No. 08-5-3 and on behalf of her son who is a junior at Cranston East in the JROTC program. Her son is working at the library this evening, and he asked her to speak for him. In her comments she stated that this program provides a place for these people to belong. Her son left all of his

friends on the western side of the city to join the JROTC program. He is an Eagle Scout, and wants to go into a ROTC program after graduation. When her son first looked into this program, he wanted to go into the Air Force. Coventry has a program for the Air Force. They went to administration who told them that as long as Cranston has a program he should attend here. If Cranston didn't have a program, then he could go to Coventry. Any of these students could go to Coventry at this district's expense.

Mrs. Genco also spoke on Resolution No. 08-5-52. She stated that Mr. Laliberte is a wonderful person. He will be missed by everyone from the bottom of their hearts. He has made such a difference for all the special education students. He has taught the parents what they needed to know. He never wavered in educating all Cranston's children, and his shoes will be hard to fill. Mr. Laliberte received a standing ovation.

Carmen Ruggieri, Special Education Teacher at Cranston High School East – She read the following statement: I have been a special educator in the Cranston School system for fifteen years; fourteen of those years have been at my alma mater, Cranston High School East. In 1996, after developing a rapport with some of the cadets in the JROTC program, I chaperoned my first military ball. I spent the evening watching a group of amazing students. They carried themselves with incredible self-confidence and exhibited such mature behavior; it clearly set them apart from the average teenager. The

leadership shown by the upper class members and the respect that all the cadets exhibited towards one another, as well as the faculty, filled me with a tremendous sense of pride. Due to what I experienced that evening, I became more involved in JROTC. I spent time with the instructors and cadets, occasionally sitting in on some of the classes. I quickly realized the benefits of the program. I became an avid supporter of the drill team. As often as I am able, I volunteer as a chaperone for the drill meets throughout New England and in 2004 I began chaperoning the out-of-state overnight competitions. I have been able to witness first hand the many benefits of this program. For participating students, it instills a sense of belonging and camaraderie. Cadets learn leadership, team work, and self-confidence. They become more disciplined and responsible young adults. In an area outside of the more traditional academics, the program gives an opportunity for students with varying abilities to showcase their talents. The program is well-rounded teaching a curriculum in a multi-sensory approach, a curriculum that encompasses skills such as oral and written communication, citizenship, map reading, team building, public speaking, first aid, history and physical fitness to name just a few. Students with all levels of abilities get to shine. I have had many of my students involved in the program and cannot count the number of patches and buttons I have sewn on uniforms through the years.

Currently one of my seniors is completing his third year in the program. At the time he expressed interest, he was quite shy and uncomfortable being the center of attention. He had difficulty speaking in front of a large group. He seldom volunteered to read aloud and when he spoke it was almost inaudible. This student just described no longer exists. In his place is a different young man. He is currently a Corporal and maintains an A- in his JROTC class. This year he had to present a project. He stood up in front of his peers and competed a mock trial, arguing the pros and cons of free speech during the presidential campaign. His argument was accepted as the most complete. At the 2006 annual inspection, in front of the entire core of cadets, Retired Colonel Anderson asked this young man a question. Loud and clear he answered the question correctly. It is a moment he still speaks proudly of. I know that being involved with JROTC has helped him realize his potential. Because of his experience in the program, he has fostered new friendships and developed pride in himself and his abilities. The JROTC curriculum focuses on character development and leadership. This student is only one example of the many that have benefited from the positive aspects of this program. To question the need for it runs contrary to our school's mission.

Valerie Schullie, 27 Farm Street – She stated that when she picked up her agenda and saw the retirement of Norman Laliberte. It was with great sadness and great happiness that she saw his name on the agenda. For the six years that she had been in Cranston, he has

tirelessly worked for all students. She never knew what his title was or what he was supposed to do; she just knew that he reaches all students from special education to the top of the top. He does it with a great heart, love, and commitment that cannot be said enough about. With great sadness, the committee has to accept his retirement.

With regard to the JROTC Program, she wouldn't repeat what everyone else said. It is a wonderful, wonderful program that truly graduates young adults to be successful. It is the district's mission to graduate young adults to be successful in this world.

Sean Kelly, Principal of Cranston High School East – He read the following statement: I am here tonight to speak in favor of keeping the JROTC program at Cranston High School East. For the past twenty years, the Cranston High School East JROTC program has been a model for programs across the country. The East Corps of Cadets have maintained the distinction of being labeled as an “Honor Unit with Distinction” for the last twelve consecutive years. This distinction is given to only the top 5% of units nationally, and Cranston East has maintained this high level of excellence for over a decade. The Cranston East Thunderbolt battalion serves as a model for the entire school. The curriculum each student receives is based upon the basic premises of Character, Leadership, and Community Service. The program lives by the mission statement to “motivate young people to be better citizens.” The program strives for

graduation from high school for all of its students. Students gain classroom lessons in the areas of civics and American government (which can be witnessed here tonight), life management skills, American History, geography, and wellness. The program attempts to promote the qualities of citizenship, while providing a basis to show how we interact in a democratic society. Each member of the JROTC at Cranston East is expected to

Page 9 May 19, 2008

live up to these ideals daily. Students in the program carry themselves with a sense of pride and provide a model for the rest of the school community to live up to. These students regularly provide Community Service around not only Cranston but the entire State of Rhode Island. They are involved with clean-up activities, work in soup kitchens, such as St. Patrick's, conduct clothing and food drives during the Thanksgiving and Christmas seasons, and provide Honor Guards at various functions, to name but a few. The JROTC program provides a model for our Mission Statement, specifically the ability to develop and demonstrate proficiency in critical thinking, problem solving, and communication skills. Additionally, these students live the civic expectations set forth in our School Wide Expectations, which call for students to be a contributing member of his/her community, functioning as a well informed, enthusiastic leader who not only works well as an individual, but is also able to recruit others to effect positive changes in surrounding

environments. Currently, there are 105 students enrolled in the JROTC program. These students meet as a major subject. If this program were to be eliminated, these students would then have to choose other electives. This would mean that at a minimum, given student selection, another 1.0 FTE would be required to meet the demands of another 105 students on the master schedule. I would like to end by thanking the committee for the opportunity to speak this evening on behalf of the Cranston East JROTC program. Again, I would ask that you strongly consider supporting the retention of JROTC at Cranston East.

Michael Cardarelli, Fairfield Road, Former Member of Cranston School Committee – With regard to Resolution No. 08-5-52, Mr. Laliberte was the first principal he had to deal with as a parent. He made the transition a great one for both his wife, his son, and himself.

As a School Committee member, Mr. Laliberte was nothing but answers every time a question was asked of him. It is sad to see him go, but it is a well-deserved retirement. He wished him nothing but the best of health and the best of times in his retirement. He also wished to speak his strong opposition to Resolution No. 08-5-3 which is Mr. Stycos's resolution to abolish the Cranston High School East JROTC. For anyone who was in the audience and heard all of these eloquent speakers, one would have to be scratching their heads as to why they would want to get rid of a program that is subsidized by the US Army so that there are minimal costs; it provides all of the supplies necessary for the most part for this program; has a mission

statement that would read like any high school's handbook should read; and, most importantly, has had the results for over twenty years of some of the most positive and some of our brightest students graduating from. People must be asking why the committee would consider getting rid of a program that at a minimal cost does what the district wants and does an actual job at it. The reason why is because after serving six years on the School Committee, four years with Mr. Stycos, he knows and most people know that this is not a fiscal issue but a philosophy issue. There is a reason why the JROTC program will be in jeopardy this year, next year, and every succeeding year because philosophically Mr. Stycos does not want the JROTC program in the schools. Mr. Stycos is entitled to his opinion just as he is entitled to his. Neither is more valid than the other, but the fact of the matter is that student after student received awards. The past committees have seen women in the corps of cadets rise to leadership positions that are not enabled to them elsewhere in the school system. The sports

Page 10 May 19, 2008

teams are usually gender specific. In the JROTC program, they are not. Girls have proved year after year that they can not only hang with the boys but also do a better job than the boys many times. He asked where else people can see this in the schools. Time after time at their awards banquets he would see female commanders receive accolade after accolade and stand toe to toe with their male

counterparts. That alone, along with the mission statement, would be something that any school system would be proud of. The JROTC program is in over 1,600 schools nationwide. There is a waiting list of 250 schools. The Army will fund no more. They have reached their ceiling, and Cranston East is one of the top 5% of all of those 1,600 plus schools. There are 250 schools waiting to institute this program, and yet there is the thought to get rid of it. Financially it doesn't make sense; educationally it doesn't make sense. These far more eloquent speakers have already spoken on how passionate they believe in this program yet it is on the docket tonight, and some will believe it is fiscally there. To the parents, freshmen, sophomores, and juniors, if they enjoy this program as they should, be cautious of this agenda because they are on a one-year contract. It can be disbanded in the following year. As of January 2009, there will be new faces on the School Committee, and it is subject to be placed on the agenda again. If they care about something this important, and if they are passionate, their vigilance is necessary for them to keep this program. Only people such as the students will be able to keep this program.

Sharon Terreault, 128 Wildflower Drive – She stated that four years ago she had an 8th grader at Western Hills Middle School who decided to leave all his friends and join the JROTC program at Cranston High School East. During his four years in that program, he has learned skills of leadership, commitment, discipline, and civic duty. This year her son is graduating, and last fall her very

long-haired 8th grader decided to get a buzz cut and let his parents know that he will also be attending Cranston High School East in order to attend the JROTC program. She is thrilled. She does not want to be here year after year speaking to how much this program means to her family. The JROTC program has allowed her oldest son to go to a college from which he is receiving a \$13,000 scholarship. She hopes that her 8th grader does just as well after four years. It is a unit of distinction; it is a distinction that is very difficult to attain. There are no real savings here. There is a two for one on staff and materials. Thinking about the one full-time equivalent teacher they will have to hire and the materials and textbooks, there are no savings. She asked the committee not to do this to this program; it is a gem in this city.

Frank Flynn, President of the Cranston Teachers' Alliance – He stated that there are fifteen members of the certified staff retiring from Cranston Public Schools, and he thanked all of them for their wonderful service they have given to Cranston Public Schools. It is a wonderful loss of talent. He wished well to Jeannine Nota who is leaving for the East Greenwich High School principalship. She has done a wonderful job here as an administrator at Cranston East; she will be missed. As a teacher at Cranston East, he sees the wonderful things the cadets do. Throughout his dealings both in Cranston and outside of Cranston, he gets positive feedback all the time on what wonderful ambassadors these folks are representing the City of Cranston and what fine young men and women they are. He has a

problem believing that the committee wants to eliminate something that provides such good PR and feedback and represents Cranston so well in such a dignified manner throughout the State. They are the jewel of this city, and there won't be any economic savings doing this. He also wished to speak on Resolution No. 08-5-68. He stated that he was insulted to read it. Many of the people on the School Committee should be insulted, too. Three years ago there was a similar resolution to look at coaching positions within this district. When he saw the back page of this agenda, he was angered. At the time, the late Gordon Palumbo who was the chairperson of this School Committee, himself, and Mr. Votto sat down in a room after much discussion because of a resolution he believed violated all of the collective bargaining and labor rights of the teacher coaches in this district. Mr. Stykos at the time made a motion to table that original resolution. They talked about it and had several discussions. They sat as gentlemen do when they try to resolve differences in Mr. Votto's office, and they came to an amended policy that the committee adopted unanimously. Now tonight they have taken all of the components out that policy and sanitized it. Every single component of this that has rights to benefit a teacher and provide a teacher with due process has been unilaterally eliminated without negotiations and without discussion. The committee believed at the time they voted on this that it makes sense for the district to have this

policy changed so that both sides would have something they both agree with and live with. It talked about performance evaluations that were less than appropriate. It talked about resolving that and giving people a chance to change those habits and points them out. It limited what their rights were and what they could do, and now they have found out that they are living in an era where they don't believe that coaches have due process rights and can be unilaterally dismissed without anything to protect them. He found this to be unconscionable. He believes that whoever is giving that advice is making a faulty assumption. There are over thirty years of arbitration and grievance resolution, and both sides have utilized that process; and both sides have received favorable decisions. But, at least they had an independent place to resolve those. To unilaterally try to dismiss that and say they are going to do whatever they want and the coaches have no rights is unbelievable that they would go down that road. He is insulted by this, and he felt the committee should be too because it flies in the face of what the committee agreed to several years ago.

VIII. Consent Agenda / Consent Calendar

Chairman Traficante stated that the following Resolutions fall under the Consent Agenda: No.'s 08-5-4, 08-5-5, 08-5-6, 08-5-7, 08-5-8, 08-5-9, 08-5-10, 08-5-11, 08-5-12, 08-5-13, 08-5-14, 08-5-15, 08-5-16, 08-5-17, 08-5-18, 08-5-19, 08-5-20, 08-5-21,

08-5-22, 08-5-23,
08-5-24, 08-5-25, 08-5-26, 08-5-27, 08-5-28, 08-5-29, 08-5-32, 08-5-33,
08-5-34, 08-5-35,
08-5-36, 08-5-37, 08-5-38, 08-5-39, 08-5-40, 08-5-41, 08-5-42, 08-5-43,
08-5-44, 08-5-45,
08-5-46, 08-5-48, 08-5-50, 08-5-51, 08-5-52, 08-5-53, 08-5-55
(withdrawn), 08-5-56, 08-5-58, 08-5-59, 08-5-60, 08-5-64, 08-5-66, and
08-5-67.

Page 12 May 19, 2008

ADMINISTRATION

PERSONNEL

NO. 08-5-4- RESOLVED, that at the recommendation of the Superintendent, said certified personnel be recalled from layoff, and

Be it further RESOLVED that the Superintendent notify that individual of the committee's actions.

NO. 08-5-5 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Elementary Principal

Glen Hills School

Contract Effective: July 1, 2008

NO. 08-5-6 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Elementary Principal

Stone Hill School

Contract Effective: July 1, 2008

NO. 08-5-7 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Assistant Principal

Cranston Area Career & Technical Center

Contract Effective: July 1, 2008

NO. 08-5-8 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Elementary Principal

Eden Park School

Contract Effective: July 1, 2008

NO. 08-5-9 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Middle School Principal

Hugh B. Bain Middle School

Contract Effective: July 1, 2008

Page 13 May 19, 2008

NO. 08-5-10- RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Assistant Principal

Cranston High School East

Contract Effective: July 1, 2008

NO. 08-5-11 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Elementary Principal

Garden City School

Contract Effective: July 1, 2008

NO. 08-5-12 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Elementary Principal

Rhodes School

Contract Effective: July 1, 2008

NO. 08-5-13- RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Elementary Principal

Stadium School

Contract Effective: July 1, 2008

NO. 08-5-14 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Assistant High School Principal for Academic Affairs

Cranston High School West

Contract Effective: July 1, 2008

NO. 08-5-15 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Elementary Principal

Peters School

Contract Effective: July 1, 2008

NO. 08-5-16- RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

**Assistant Middle School Principal
Park View Middle School
Contract Effective: July 1, 2008**

NO. 08-5-17- RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

**Middle School Principal
Western Hills Middle School
Contract Effective: July 1, 2008**

NO. 08-5-18 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

**Assistant High School Principal for Special and Related Services
Cranston High School East
Contract Effective: July 1, 2008**

NO. 08-5-19 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Assistant High School Principal

Cranston High School East

Contract Effective: July 1, 2008

NO. 08-5-20 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Assistant Principal/Director

Cranston Area Career & Technical Center

Contract Effective: July 1, 2008

NO. 08-5-21 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Elementary Principal

Hope Highlands School

Contract Effective: July 1, 2008

Page 15 May 19, 2008

NO. 08-5-22 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Elementary Principal

Arlington School

Contract Effective: July 1, 2008

NO. 08-5-23 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Middle School Principal

Park View Middle School

Contract Effective: July 1, 2008

NO. 08-5-24 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Assistant High School Principal

Cranston High School West

Contract Effective: July 1, 2008

NO. 08-5-25 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Director, Student Information Systems

Administration

Contract Effective: July 1, 2008

NO. 08-5-26 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

**Elementary Principal
Edgewood Highland School
Contract Effective: July 1, 2008**

NO. 08-5-27 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

**Elementary Principal
Gladstone School
Contract Effective: July 1, 2008**

Page 16 May 19, 2008

NO. 08-5-28 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

**Assistant Middle School Principal
Hugh B. Bain Middle School
Contract Effective: July 1, 2008**

NO. 08-5-29 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Elementary Principal

Woodridge School

Contract Effective: July 1, 2008

NO. 08-5-32 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Assistant Special Education Director

Special Services Center

Contract Effective: July 1, 2008

NO. 08-5-33 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Elementary Principal

Orchard Farms School

Contract Effective: July 1, 2008

NO. 08-5-34 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Assistant Middle School Principal

Western Hills Middle School

Contract Effective: July 1, 2008

NO. 08-5-35 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Coordinator

Sanders Academy Program

Contract Effective: July 1, 2008

Page 17 May 19, 2008

NO. 08-5-36 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Director

Literacy Program

Contract Effective: July 1, 2008

NO. 08-5-37 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Elementary Principal

Dutemple School

Contract Effective: July 1, 2008

NO. 08-5-38 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

**Assistant High School Principal for Academic Affairs
Cranston High School East
Contract Effective: July 1, 2008**

NO. 08-5-39 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

**Assistant Special Education Director
Special Services Center
Contract Effective: July 1, 2008**

NO. 08-5-40 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

**Elementary Principal
Chester Barrows School
Contract Effective: July 1, 2008**

NO. 08-5-41 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

**Assistant High School Principal for Special and Related Services
Cranston High School West
Contract Effective: July 1, 2008**

NO. 08-5-42 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Elementary Principal

Oak Lawn School

Contract Effective: July 1, 2008

NO. 08-5-43 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Assistant High School Principal

Cranston High School West

Contract Effective: July 1, 2008

NO. 08-5-44 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Elementary Principal

Waterman School

Contract Effective: July 1, 2008

NO. 08-5-45 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Chief Financial Officer

Administration

Contract Effective: July 1, 2008

NO. 08-5-46 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Executive Director, Educational Programs and Services

Administration

Contract Effective: July 1, 2008

NO. 08-5-48 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

Chief Operating Officer

Administration

Contract Effective: July 1, 2008

Page 19 May 19, 2008

NO. 08-5-50 - RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed as substitutes on a temporary basis as needed:

Kathryn Davey Music, K-12

Joanne Robertus General Subject Matter

Jennifer Swartz Library/Media PK-12

Katherine Randall Library/Media PK-12

Ellen Basso Library/Media PK-12

Brianna Germani Health and Physical Education, K-12

Alicia Campellone Elementary

Lindsay Sullivan Elementary

Tara Meenan Elementary/Middle/Special Education

NO. 08-5-51 - RESOLVED, that at the recommendation of the Superintendent, the following certified staff member be granted a leave of absence without compensation as provided in Article XIX, Section B of the Master Agreement between the Cranston School Committee and the Cranston Teachers' Alliance:

John Palumbo, Teacher

Leave

Effective Dates: August 2008 to June 2009

NO. 08-5-52 - RESOLVED, that at the recommendation of the Superintendent, the retirement of the following certified personnel be accepted:

**Norman Laliberte, Executive Director
Administration**

Effective Date: June 30, 2008

**Carol Ricci, Social Worker
Special Services**

Effective Date: June 30, 2008

**William Folsom, Teacher
Cranston High School East**

Effective Date: June 30, 2008

Page 20 May 19, 2008

**Norma Colaccio, Teacher
Park View Middle School**

Effective Date: June 30, 2008

**Dorothy Kopf, Teacher
Cranston High School East**

Effective Date: June 30, 2008

Patricia Sharman, Teacher
Special Services Center
Effective Date: June 30, 2008

Mary-Joan Matarese, Teacher
Waterman School
Effective Date: June 30, 2008

Helen Hantzopoulos, Teacher
Bain Middle School
Effective Date: June 30, 2008

Richard Lepore, Teacher
Cranston High School East
Effective Date: June 30, 2008

Lucy Garzilli, Teacher
Cranston High School East
Effective Date: June 30, 2008

Janice Meegan, Teacher
Cranston High School East
Effective Date: June 30, 2008

Barbara Leeman, Teacher

Itinerant

Effective Date: June 30, 2008

Jean Greco, Teacher

Guidance Program Supervisor

Effective Date: June 30, 2008

Cynthia Conroy, Teacher

Bain Middle School

Effective Date: June 30, 2008

Page 21 May 19, 2008

Richard Beauvais, Teacher

Cranston High School East

Effective Date: June 30, 2008

NO. 08-5-53 - RESOLVED, that at the recommendation of the Superintendent, the resignation of the following certified personnel be accepted:

Jeannine Nota-Masse, Assistant Principal

Cranston High School East

Effective Date: June 30, 2008

Julia Scherer, Teacher

Leave

Effective Date: April 15, 2008

Amy Centazzo, Teacher

Leave

Effective Date: April 15, 2008

NO. 08-5-55 - RESOLVED, that at the recommendation of the Superintendent, the following individual be appointed as an athletic coach:

Donald Denham, Head Boys' Soccer

Cranston High School East

Step – 7

Class – B

Playing Competition – Cranston High School East/Rhode Island College

Experience – Rhode Island College

Certification – Rhode Island Coaches Certification; CPR/AED/First Aid Certified

This Resolution was withdrawn.

NO. 08-5-56 - RESOLVED, that at the recommendation of the Superintendent, the resignation of the following coach be accepted:

Jason Hogan, Head Freshman Football

Cranston High School West

Effective Date: April 29, 2008

Page 22 May 19, 2008

NO. 08-5-58 - RESOLVED, that at the recommendation of the Superintendent, the following non-certified personnel be appointed as substitutes on a temporary basis as needed:

TEACHER ASSISTANTS

Lori Marchetti

Yeirys Vinas

NO. 08-5-59 - RESOLVED, that at the recommendation of the Superintendent, the retirement of the following non-certified personnel be accepted:

Carol Iannelli, Chief Secretary

Park View Middle School

Effective Date: June 30, 2008

Diane Rhynard, Secretary

Park View Middle School

Effective Date: June 30, 2008

NO. 08-5-60 - RESOLVED, that at the recommendation of the Superintendent, the resignations of the following non-certified personnel be accepted:

Linda Aspirino, Three-Hour Food Service Worker

Food Service

Effective Date: March 4, 2008

Cheslyn Lavimodiere, Bus Monitor

Transportation

Effective Date: April 17, 2008

Elizabeth Jaworski, Three-Hour Teacher Assistant

Leave

Effective Date: April 23, 2008

GRANTS

NO. 08-5-64 - RESOLVED, that the Cranston Public Schools submit the following grants:

Donors Choose

Eye Catching Book Display \$ 445.00

Stone Hill School

Motivating High School Students to READ! \$ 455.80

Cranston High School East

Page 23 May 19, 2008

Target

Strengthening the Ties between Home and School to \$ 3,000.00

Improve Literacy

Arlington School

HGTV

Eco-Friendly School Makeover \$250,000.00

Cranston Violence Prevention Task Force

K-5 Bullying Prevention Program \$ 657.07

All Elementary Schools

American Honda Foundation

Arlington All-Star Agriculture Association \$ 79,400.00

POLICY AND PROGRAM

NO. 08-5-66 - RESOLVED, that at the recommendation of the Superintendent, the following Conferences/Field Trips of Long Duration be authorized:

Karen Verrengia, Energy Educator Manager for Cranston Public Schools, to travel to Nashville, Tennessee, from June 23, 2008 to June 25, 2008 to attend the Energy Education, Inc. Summer 2008 Seminar.

William Carcieri, Edd Spidell, and Lori Velino, all Cranston Area Career & Technical Center teachers, to travel to Kansas City, Missouri from June 22, 2008 to June 28, 2008 to attend the State and National Skills USA Conference.

Audrey Kampper, science teacher at Cranston High School East, to travel to Gulf of Maine, Georges Bank, from May 27, 2008 to May 30, 2008 to participate in and attend the RI Teacher at Sea Conference.

MAJ(Ret) Richard M. Cournoyer and MSG (Ret) Michael Allen, supervising teachers of the JROTC Program at Cranston High School East, and approximately twenty JROTC Cadets to travel to Camp Varnum, Narragansett, Rhode Island, and Camp Fogarty, East Greenwich, RI, to participate in the annual Army Junior Cadet Leadership Camp from June 24, 2008 to June 27, 2008.

NO. 08-5-67 - RESOLVED, that Policy No. 3323, Soliciting Prices (Bids and Quotations), be amended for first reading.

Moved by Mr. Lombardi, seconded by Mr. Archetto and unanimously

carried that these Resolutions be adopted.

Page 24 May 19, 2008

Superintendent Scherza stated that he wished to speak on the retirements of several faculty members. The total number of years of the retirees tonight is 421 years of service to the Cranston Public Schools, and that will be a monumental loss. He mentioned the names of Richard Beauvais thirty-nine years; Cynthia Conroy thirty-six years; Jean Greco thirty-four years; Janice Meegan thirty-five years; Richard Lepore thirty-five years; Helen Hantzopoulos twenty years; Mary-Joan Matarese twenty-one years; Patricia Sharman thirty-nine years; Carol Ricci twenty years; William Folsom twenty-nine years; Norma Colaccio twenty-five years; and Dorothy Kopf thirty years. Needless to say, when the district loses that kind of talent and institutional history, they will certainly be missed; and it will be difficult to try to make it up and get it back.

Superintendent Scherza stated that he wished to acknowledge them, and it was with mixed emotion that he accept the retirement of Mr. Norman Laliberte. In his thirty-seven years in the education profession, he could not think of one person who he has come to respect more. He is without a doubt one of the most compassionate, caring, and one of the most competent people he has ever dealt with in terms of dealing with student issues. He has always done what is right for kids, and everyone acknowledges that. He will certainly

more than miss him from a professional sense. From a personal sense, he knows they will carry on their relationship together. Norman started his career here in Cranston quite a while ago. From 1974 through 1990, he was a special education teacher at various Cranston schools. He was the principal of Waterman School and now serves as the Executive Director of Educational Programs and Services. He came to Cranston right after getting his degree from Rhode Island College in 1974. He also has a Masters Degree from the University of Connecticut and has taken multiple graduate courses. This is not false flattery; there is not one person that he can think of in this entire district who will be missed more than Norman Laliberte when he walks out the door. There is no way to replace him. His best hope is that the district can carry on.

I. Action Calendar / Action Agenda

SPONSORED BY MR. STYCOS

NO. 08-5-3 – Whereas, the Cranston Public Schools faces difficult budget decisions, the Cranston School Committee directs the Superintendent to discuss the possibility of ending the JROTC Program at Cranston High School East at the end of the 2007-2008 fiscal year with the US Army. The Superintendent shall report the results of those discussions to the School Committee.

Be it RESOLVED that the School Committee also directs the Superintendent to formally tell the US Army that the Cranston Public

Schools plans to end the program at the end of the 2008-2009 school year to preserve the School Committee's legal right to do so in one year.

Moved by Mr. Stycos and seconded by Ms. Iannazzi, for discussion only, that this Resolution be adopted.

Page 25 May 19, 2008

Mr. Stycos stated that this Resolution does not abolish the JROTC program. What this Resolution seeks to do is put the JROTC program on a similar footing with all the other programs in the school department. Everyone knows that the district is short on money, and something will have to go. It might be the EPIC Program, sports, or music programs. He has consistently worked on this committee to have options so that when they have to make those decisions, and they will be very difficult decisions, they can balance and decide what things they want to do the least and what the least/ worst alternate is. The JROTC program has special protection and that protection is that the committee has to give a one-year notice to the department of the Army if they choose to terminate the program. The first part of the proposal talks about talking with the Army to see whether or not they will hold the district to that one year. The Superintendent would have that discussion and then report back to the committee on the result of those discussions. If the Army says that they won't let the district out of the contract, then there will be a JROTC program next year. If the

Army says that it is fine if the district doesn't want to have the program, then the committee would decide whether or not to have the program in the context of all the other programs that the committee is trying to weigh. The second part of the Resolution has the committee formally giving notice to the Army of planning to end the program at the end of next year not in order to end the program next year but in order to give the School Committee the right next year when it is weighing similar options the right to do that if it so chooses. If people are upset with the way this is worded and want to put in stronger language indicating that it is not ending the program and merely an attempt to preserve some options, he would be very open to that. He thanked the speakers who were very positive and pointed out the positive points of the program. He agreed with Mrs. Genco's point. His knowledge of the program is that it gives some kids a place to belong just as the band program does that or the football team does that. Many other things do that at East and West. That is what everyone should strive to do in the high schools which is give as many options as possible for kids to connect with the school, and JROTC is certainly one of those options. This Resolution is a proposal to give the committee some options down the road.

Mr. Lombardi stated that with all due respect to his colleague, Mr. Stycos, he believed that this was a step in the wrong direction. He didn't think that this program is a place for kids to belong. Their motto says it best that they motivate young people to be better citizens. He heard a former high school classmate of his talk about

leadership, commitment, discipline, and self-duty. If he could take a picture of a section of the audience with the cadets it would be a perfect cover for what the Cranston schools ought to represent, and the students should be a model for that. Each time he attends a Cranston East function or any function where the JROTC is present, he is greeted with the same dignity and respect that was presented here tonight from all of the cadets and their leaders. Everyone knows that Peter Nero is someone very special to him and his son Michael is very special as well. He remembered a time when the Cystic Fibrosis Walk at Roger Williams Park was held, and all Peter's friends would attend to take that walk on behalf of Peter. Much to everyone's surprise, a bus pulled up, and unsolicited on their own time, 125 cadets got out of that bus and walked Roger Williams Park for Cystic Fibrosis. This is a time when everyone is watching the news and seeing all the bad

Page 26 May 19, 2008

stuff that kids are doing. With all of the things that are happening in Barrington and North Kingstown, he reads all the articles and tells his daughters that this is what is going on. He told the students in this program that they are symbolic of what young people ought to be. He stands in total opposition to this Resolution.

Mr. Archetto stated that he is also opposed to this Resolution. He had the pleasure in his younger days to be a long-term substitute in

the JROTC program. It is not a military environment at all. They do leadership programs and health programs. His mentor was Colonel McNamara who is a great guy to work with. It is an essential program here in Cranston. It is nationally recognized, and they motivate young people to make them productive members of society. This program can't do better than that. In all due respect to Mr. Stycos, he has great admiration for him. He knows that there are very great budgetary concerns this year, and he could understand the direction he is going in. This is one program the committee should not tamper with. Even passing this Resolution sends a bad message to the US Army. They would be treading on dangerous ground. He wanted to welcome the Army here. As Mr. Cardarelli said, the program pays for itself. He stated that he would be voting against this Resolution.

Mrs. Tocco-Greenaway stated that she would not be supporting this Resolution. She thanked Mr. Stycos for his broad thinking, and she understood his motivation, and they are really what he says they are. She has seen through her constituents and friends and students what a

great program this is. She agreed that it would be a bad move in the wrong direction at this point. She thanked all the young men and women for coming to this meeting. With regard to female leadership, boys are girls sometimes get the short shrift. Sometimes sons don't get recognized and often daughters don't. It is very refreshing to see the leadership ranks of the young women as well as the leadership ranks of the young men because they all have something special to

offer. It sends a very good message to that age group because so many students struggle in their lives, and this is such a developmental opportunity for them to get confidence and to decide what their goals are and to learn that giving back is one of the most empowering things one can do whether it is a young man or a young woman. In Ms. Iannazzi's program, she is seeking to bring a citizenship initiative to Cranston West as a pilot, and this is exactly the type of development they want to seek for the students whether it is in the context of the JROTC or whether it is in the civics initiative that will start at West. It is all a part of the same fabric, and she commended the students for conducting themselves so wonderfully tonight.

Mrs. Greifer stated that she is the mother of a former cadet who is now an Army veteran. She echoed some of Mr. Cardarelli's comments. Long before she was on the School Committee, she was attending the meetings faithfully. Be vigilant; a resolution like this comes along periodically. It is worded one way or worded in another way, but it comes back. The public must be vigilant if they want to protect the program.

Page 27 May 19, 2008

Ms. Iannazzi echoed what her colleagues have said. As the daughter

of an Army colonel, she certainly believes that the Army is training future leaders, and she definitely supported the JROTC program. They are the future leaders of the City of Cranston. In no way does the committee want to diminish their future.

Mr. Traficante commented that being a former ROTC graduate of URI, even though the missions are somewhat different, it is still a character builder and a commitment builder even at the university level. The same is applicable to the program at Cranston East. He asked the public to not point fingers at any of the School Committee members who place resolutions on the docket to eliminate programs. The committee is facing a serious serious financial crisis. They will be going before a judge very shortly to try to resolve the current year's budget. There is a \$4.9 million deficit. They have a \$3 million problem for next year. He asked the public to understand the motives behind these resolutions. It is not to hurt any of the kids or to destroy any of the programs or to dismantle the school system. Everything will be on the table very shortly if the committee can't find the monies to resolve these issues. He will not be supporting the Resolution, but he wanted the public to understand the circumstances they are under at the present time.

Mr. Lombardi explained that the district has a \$7 million problem. Mr. Traficante added further that it is \$4.9 million for the current year and \$3 million for 2008-2009.

This Resolution failed with Mr. Stycos in favor and Mr. Archetto, Mrs. Greifer, Ms. Iannazzi, Mr. Lombardi, Mrs. Tocco-Greenaway and Mr. Traficante opposed.

Chairman Traficante called a recess at 8:43 p.m.

Chairman Traficante reconvened public session at 8:50 p.m.

NO. 08-5-30 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

High School Principal

Cranston High School East

Contract Effective: July 1, 2008

Moved by Mr. Archetto, seconded by Mrs. Tocco-Greenaway and adopted that this Resolution be adopted. Mr. Archetto, Mrs. Greifer, Mr. Lombardi, and Mr. Traficante were in favor; Ms. Iannazzi, Mr. Stycos, and Mrs. Tocco-Greenaway were opposed.

Page 28 May 19, 2008

NO. 08-5-31 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

**High School Principal
Cranston High School West
Contract Effective: July 1, 2008**

Moved by Mrs. Greifer and seconded by Mr. Lombardi that this Resolution be adopted.

This Resolution failed with Mr. Archetto, Ms. Iannazzi, Mr. Stycos, and Mrs. Tocco-Greenaway opposed; Mrs. Greifer, Mr. Lombardi, and Mr. Traficante were in favor.

NO. 08-5-47 - RESOLVED, that at the recommendation of the Superintendent, said certified administrator be renewed as follows:

**Assistant Superintendent
Administration
Contract Effective: July 1, 2008**

Moved by Ms. Iannazzi, seconded by Mrs. Tocco-Greenaway and carried that this Resolution be adopted. Mr. Lombardi recused himself from the vote.

NO. 08-5-49 – RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed for the 2008-2009 school year:

John Murray, Senior JROTC Instructor

Education – University of Rhode Island, BA; Providence College, MA

Experience – LT Colonel US Army

Certification – Secondary Social Studies

Assignment – Cranston High School East, 1.0 FTE

Effective Date of Employment – July 1, 2008

Authorization – Replacement

Fiscal Note: 11311612 / 21311612 512100

Moved by Ms. Iannazzi, seconded by Mrs. Tocco-Greenaway and unanimously carried that this Resolution be adopted.

NO. 08-5-54 - Whereas, funding for certain certified administrative positions is not assured for the 2008-2009 school year,

Be it RESOLVED that said certified administrator be terminated at the close of the school year, and

Page 29 May 19, 2008

Be it further RESOLVED that the Superintendent notify this certified administrator of the Committee's action to terminate this certified administrator's employment.

Moved by Ms. Iannazzi, seconded by Mrs. Tocco-Greenaway and

unanimously carried that this Resolution be adopted.

NO. 08-5-57 - RESOLVED, that at the recommendation of the Superintendent, the following non-certified employees be appointed:

Kenneth Crook, Instructor

Alternate Education Program

Effective Date of Employment: April 8, 2008

Authorization: Replacement

Fiscal Note: 58062129 512100

Martine Dodd, Bus Monitor

Transportation

Effective Date of Employment: April 25, 2008

Fiscal Note: 14347518 518600

Dawn Corvese, Bus Monitor

Transportation

Effective Date of Employment: April 25, 2008

Fiscal Note: 14347518 518600

Koryn Oden, Bus Monitor

Transportation

Effective Date of Employment: May 7, 2008

Fiscal Note: 14347518 518600

Jeannette Cardarelli, Three-Hour Food Service Worker

Food Service

Effective Date of Employment: May 13, 2008

Fiscal Note: 33047179 511000

Cheryl Kluglein, Three-Hour Food Service Worker

Food Service

Effective Date of Employment: May 13, 2008

Fiscal Note: 32447179 511000

Moved by Ms. Iannazzi and seconded by Ms. Iannazzi that this Resolution be adopted.

Mr. Traficante noted that the position in question is for the remainder of the school year.

Page 30 May 19, 2008

Mr. Stycos moved to withdraw the name of Kenneth Riley from this list.

Ms. Iannazzi seconded the motion.

Mr. Stycos explained that before the committee makes a permanent decision to hire this person he was not questioning the person who he knows nothing about. He is questioning the need for the position

and the expenditure. Mr. Lombardi stated that he was not disagreeing with Mr. Stycos. He was procedurally concerned about any substantive discussions about any individuals.

This amendment was adopted unanimously.

This Resolution as amended was adopted unanimously.

NO. 08-5-61 - RESOLVED, that at the recommendation of the Superintendent, the termination of non-certified Employee A be accepted.

Moved by Ms. Iannazzi, seconded by Mr. Lombardi and unanimously carried that this Resolution be adopted.

NO. 08-5-62 – RESOLVED, that at the recommendation of the Superintendent, the termination of non-certified Employee B be accepted.

Moved by Mr. Archetto, seconded by Mrs. Greifer and unanimously carried that this Resolution be adopted.

NO. 08-5-63 – RESOLVED, that at the recommendation of the Superintendent, the termination of non-certified Employee C be accepted.

Moved by Mr. Lombardi, seconded by Mrs. Greifer and unanimously carried that this Resolution be adopted.

BUSINESS

NO. 08-5-65 – RESOLVED, that the following purchases be approved:

Medical and Dental Supplies in the amount of \$5,369.05. (Pending the availability of funding)

Number of bids issued 12

Number of bids received 8

Page 31 May 19, 2008

Photocopy Supplies in the amount of \$57,359.51. (Pending the availability of funding)

Number of bids issued 13

Number of bids received 7

Gym Uniforms for the Secondary Schools (Western Hills and Park View) in the amount of \$9,127 (Shirts - \$3.28; Shorts - \$5.09) (Pending the availability of funding.)

Number of bids issued 11

Number of bids received 5

**Family and Consumer Science Supplies in the amount of \$2,123.22.
(Pending the availability of funding)**

Number of bids issued 14

Number of bids received 6

Employee Assistance Program be awarded to Life Watch at the cost of \$13,100 for year 2008-09 and with options to renew for years 2009-10 and 2010-11 at the same cost.

Number of bids issued 3

Number of bids received 1

Moved by Ms. Iannazzi and seconded by Mrs. Greifer that this Resolution be adopted.

Ms. Iannazzi stated that legal counsel was not present, and she had a question about this Resolution. She asked how it might affect the Caruolo action.

Ms. Iannazzi moved to table this Resolution.

Mr. Stycos seconded the motion.

This Resolution was tabled unanimously.

NO. 08-5-68 – RESOLVED, that Policy No. 4112.5, Athletic Coaches, be amended for first reading.

Moved by Mr. Archetto and seconded by Mrs. Tocco-Greenaway that this Resolution be adopted.

Page 32 May 19, 2008

Mr. Archetto stated that it was brought to his attention by Mr. Flynn that the current policy doesn't take into consideration due process. He felt it wasn't a just system, and he could not support this new policy.

Ms. Iannazzi stated that she voted against the coaching policy every time it was raised.

Mr. Lombardi commented that it was represented by Mr. Flynn that these issues have been litigated in the district by arbitration or by some other vehicle. He asked if they were and what the rulings have been. Mr. Votto responded that without going into detail this is the approach the district is taking regarding coaches.

This Resolution was adopted with Mrs. Greifer, Mr. Stycos, Mrs. Tocco-Greenaway and Mr. Traficante in favor; Mr. Archetto, Ms. Iannazzi, and Mr. Lombardi were opposed.

TABLED RESOLUTION

NO. 08-3-15 – RESOLVED, that Policy No. 5113, Student Attendance for Middle and High School, and accompanying regulations be amended for first reading. (3)

This Resolution fell off the table. No action taken.

II. New Business

There was no new business.

III. Public Hearing on Non-agenda Items

Michael Cardarelli, 53 Fairfield Road – He asked to speak on Mr. Stycos's and Mr. Traficante's comments on their reactions to his comments regarding the JROTC program. He said he finds it distasteful that when he or someone else bring comments directly

aimed at an individual at least recently they are told they can't get personal. There is a line that should be drawn between a personal attack and stating one's belief on an opinion. Mr. Stycos himself was one of the biggest advocates of freedom of speech at School Committee meetings when people were hurling tons of insults at them, and it is their right to do it. There was no quelling of their opinion of the School Committee. The committee members sit in a very heated position; they know it is a thankless job. When someone gets up and disagrees with the committee, it is not the committee's opportunity for them to say that they don't want to listen to it. That is the committee member's job; they ran for the office. Some have taken the office more than once. When he says to Mr. Stycos that he doesn't believe him on an issue, that is the position the committee members took. This portion of the agenda is so that a disgruntled

Page 33 May 19, 2008

mother or father can vent. The committee member should not take offense to that. It is what the members ran for. He ran for the seat, and it is not the best seat to sit in all the time; but they have to take the heat or get out of the kitchen. Mr. Traficante commented that having served fourteen years as Mayor of this City he has taken a lot of heat on a lot of issues. He understood Mr. Cardarelli's position, but the rules and regulations of decorum or order established by the City Council, the School Committee, and the Charter, they try to avoid getting personal with remarks. One has every right to vent, but they

should try not to make it a personal issue. There will be many resolutions on the docket where many people will be in the audience who don't agree with the committee because of the financial crisis. Mr. Cardarelli added that if Mr. Stycos had put this Resolution on with five other items to be looked at, probably he would have had nothing to say because he would have agreed with Mr. Stycos in principle that the committee is going to be in an extremely difficult situation. It was a difference of an opinion of working together for a number of years that he felt this way. He reminded the committee that year after year people have come to the microphone, and this is the only venue to get something from the Superintendent or Assistant Superintendent. When he was a member of the committee, they would have parent after parent come to the microphone stating that they had called numerous times and no one returns the phone call. One of the committee members said to this person to call tomorrow. This forum is to allow people to vent and make comments that perhaps the committee doesn't want to hear, but it is the public's right to say it.

Janice Ruggieri – She pointed out that the Resolution regarding the JROTC program states that the district is facing difficult budget decisions, and she cautioned that in the future that if the committee is going to address a specific budget decision that they look at all of the things attached to it. A comment was made by one of the parents that anyone of these JROTC students could go out of district, and this school system would have to pay for them. That cost probably out-weighs what the cost of this program actually is. Those kinds of

things should be brought into consideration.

Mr. Traficante asked the public to keep in mind that by Charter by June 30th of this year the committee must balance the budget in accordance with the City Council appropriation. The City Council appropriation was exactly \$1 million more than what the district requested, \$3 million short of what was requested. Very shortly the committee will be asking the Superintendent to consult with the consultants to come up with a roster of a variety of things that would equal that \$3 million cut, unfortunately, unless by a miracle they find that money somewhere. There will be a multitude of resolutions coming before June 30th.

Mr. Stycos asked if there was a schedule as to when the committee would be dealing with this. Mr. Traficante responded that he had spoken with the Superintendent today asking him to come up with a litany of potential cuts by the next work session. The Superintendent indicated to Mr. Traficante that he wanted to sit with Mr. Sweeney and Mr. Edge to discuss those potential cuts. Mr. Stycos asked that the committee set a couple of dates because it was very difficult to cut the first \$8 million; it won't be very easy to do the rest. Mr. Lombardi commented that the attorneys are going to court on Thursday for the Caruolo action. It is a formality to

establish a date, but if they can get the attorneys to agree on numbers, that may lead the committee to where they are going this year as well as where they are going next year. The results of what happens in the next couple of days between the committee attorneys and the city attorneys and what the court does on Thursday in terms of what kind of a timeline they establish may help in every respect for this year and next year.

Paul McDonald, 21 Jay Court – He stated that he was speaking earlier to a couple of people and told them that if they watch their pennies and nickels, the dollars take care of themselves. The people in Cranston better be ready for anywhere between an 8% and 12% tax rate increase next year. With regard to the school department budget and cuts that have to be made, the committee has to become creative and think about closing school for two weeks in December rather than one week and not close in April. In Buffalo, New York, they sold the naming rights for the hockey bubble rink and received an extra \$100,000 for it. He knows that this is a sticky situation and that a lot of people in the union won't like it, but all the coaches should be volunteering. It happens throughout the whole country. People volunteer to coach all the time. The district may save approximately \$100,000, and those are the types of things the committee has to look at. Someone has to find a way to get the public more involved. This place should be packed. If the committee cuts the sports program, the public will be lined up out the door. He has coached for twenty-five years, and sports does have its place; but education

comes first. He made the suggestion earlier that the public has to get involved. There are creative entrepreneurs, lawyers, judges, doctors, and business owners. There should be some sort of forum put together for a Saturday morning to fill this place with some ideas to cut the budget. Politically everything is said at the same time. The police, fire, and schools are always first to be cut. There have to be changes, and the committee has to be creative.

IV. Announcement of Future Meetings

Chairman Traficante noted that June 7th is graduation for Cranston East at 11:00 a.m., at 5:00 p.m. for Cranston West, and June 9th for the Charter School. June 11th is the work session, and June 16th is the regular School Committee meeting.

Mr. Lombardi noted that Mrs. Tocco-Greenaway made mention earlier of Ms. Iannazzi's program involving citizenship. He asked if Mrs. Tocco-Greenaway received an invitation as one of the lawyers to speak at that program. Ms. Iannazzi stated that she was meeting with Mrs. Burke and Mrs. Hannaway to provide a list of speakers. She took the liberty of including him on the list.

V. Adjournment

Moved by Mr. Lombardi, seconded by Mrs. Greifer and unanimously carried that the meeting be adjourned.

There being no further business to come before the meeting, it was adjourned at

9:10 p.m.

Respectfully submitted,

Andrea M. Iannazzi

Clerk

STUDENTS 5113(a)

MINIMUM ATTENDANCE EXPECTATIONS

Students in Middle and High School must be in regular attendance for a minimum of 90% of their course work per quarter. Students with excessive (more than five (5) unexcused class absences) will have their term grade reduced by 10 points of their quarterly grade. Students enrolled in minor classes (3 meetings per cycle) will receive

a 10 point deduction for more than three (3) unexcused class absences. Students in Middle School in Unified Arts classes will receive a 10 point deduction for more than 3 unexcused class absences.

The following shall not be considered absences and shall not count against students:

- Absence from class due to in-school or out-of-school suspension**
- Absence from class due to attendance at school-sponsored events**
- Absence from class due to attendance at scheduled meetings with school personnel**
- Absences from class due to religious observance**

The following excused absences determined by the regulations of the Truancy Court:

- Illness confirmed by a Doctor's note within 2 days of return to school**
- Dental appointments confirmed by a Dentist's note within 2 days of return to school**
- Family bereavement confirmed with a newspaper obituary or death notice**
- Legal/court obligations confirmed by a note from the courts**
- Verifiable college and military appoints, prior permission from the Guidance Department and appointment verification forms are**

required (High School)

All notes must be submitted within two days of the student's return to school.

Students that have absences exempted from counting against the 90% minimum requirement are still required to complete and turn in all make-up work missed due to their absence.

ABSENCE, TARDINESS AND DISMISSALS

1. Parents should call the school at 270-8049 for Cranston West, 270-8126 for Cranston East, 270-8030 for Western Hills, 270-8090 for Park View, or 270-8010 for Hugh B. Bain to report a student's absence.

STUDENTS 5113(b)

ABSENCE, TARDINESS AND DISMISSALS (CONTINUED)

2. Students who are absent or suspended will not be allowed to report to school or to attend any school activity during the period of absence or suspension.

3. If a student is absent (unexcused) from a class or classes in excess of five (5) times per quarter, the teacher will lower the student's quarterly grade by ten points.

- 4. Absences or dismissals by the school nurse are considered excused.**
- 5. Family vacations during school time will not be excused by the School Committee Policy unless previously approved by the school department.**
- 6. Parents wishing to appeal an attendance-related grade reduction should submit a written appeal to the Administration in the following order: Assistant Principal, Principal, Superintendent, and School Committee.**
- 7. Excessive tardiness to school is unacceptable. Students who accumulate more than three (3) unexcused tardies per semester will receive detention for each subsequent tardy according to school department policy. Should excessive tardiness become a serious or chronic problem, a student may be assigned Alternate Discipline Program, could be suspended out of school, Saturday Detention, or receive social probation. All days tardy beyond the 3 per semester will result in disciplinary consequences unless excused with verifiable documentation (i.e., doctor's note, dental note, legal obligation, etc.). All notes must be submitted on the day the student is tardy or least by the next school day.**

A student who arrives late to class more than half way through the class, regardless of the class, will be considered absent from that class.
- 8. Students with unexcused tardies after 11:00 am are considered absent and are ineligible to participate in athletics or extra curricular activities on that day. Should the tardiness occur on the last day**

before a weekend, the student will be likewise, ineligible to participate in school related activities or athletics.

9. Personal family appointments, which can be scheduled during non-school hours, will be included in absence and tardy totals.

10. The classroom teacher will assign students who are tardy to class without an acceptable or verifiable reason appropriate disciplinary action. Students who are habitually tardy will be referred to the administration.

11. Students who miss a class period or a whole day of school without permission will be considered truant. All students who are determined to be truant will be subject to disciplinary action and will receive no credit (zero) for all work missed or due during the truancy.

STUDENTS

5113(c)

ABSENCE, TARDINESS AND DISMISSALS (CONTINUED)

12. Students may be dismissed from school with a parental note, with an acceptable reason. All dismissals will be excused only with verifiable documentation by a doctor, dentist, legal obligation, death,

religious observance, etc. These notes from verifiable sources or appointment verification forms must be turned in to the Main Office by the next school day that the student is present.

13. Students dismissed from school are ineligible to participate in athletics or extra curricular activities on that day or the ensuing weekend should it occur on the day before a weekend. Students may be allowed to participate in these situations with administrative approval.

14. For eligibility purposes with respect to extra curricular activities and athletics, students dismissed for medical, dental, legal appointments, etc., must have such dismissal pre-approved by an administrator or designee. Upon the student's return to school from the appointment, verification documentation must be turned in to the office or to the coach or activity advisor, if school has ended, to be eligible to participate (parental notes will not suffice.) Any student clinically dismissed by the nurse due to illness may not return to school and is ineligible to participate in athletics or school activities.

MAKE UP POLICY

A student absent from school from one (1) to three (3) days will have one (1) class meeting per absence to make up missed work beginning on the initial day they return to school.

For students absent or suspended from school for a period of more

than three (3) days, school work may be requested by the parent/guardian. A twenty-four (24) hour notice for such requests is required and will be made available by teachers through the main office. Students suspended from school will be allowed to make up all work as dictated by this policy.

In the event that a student is absent on the day a long-term project/assignment is due, the grade for that assignment will be reduced at the discretion of the teacher. Should the student submit verifiable documentation for the absence (medical, dental note, etc.), the grade reduction may be waived.

Serious long-term illness make-up will be made up at the discretion of the teacher(s) and guidance counselor.

Any student that makes arrangements with a teacher to make-up work at an arranged time and fails to do so will be assigned a zero (0) for the work in question.

STUDENTS **5113(d)**

FINAL EXAMS (HIGH SCHOOL)

A. Final exams are required in every course in grades 9 through 12. The final exam grade for each course will be weighted 15% of the final grade.

B. An exam schedule is published in June. Senior high school students are expected to report for their scheduled final exams and must remain in the exam room for the entire period. Depending on the schedule, students may be dismissed following their exams.

ATTENDANCE POLICY FOR EXAMS (HIGH SCHOOL)

- 1. Final exams will be administered in all courses. Seniors with a grade point average of 90 or above may be exempt from their final exam in the courses with that average.**
- 2. Should a student be tardy to an exam without an excuse or prior administrative approval, he/she will be admitted to the exam and allowed to take the exam during the remaining time in the exam period only.**
- 3. If a student is going to be absent from an exam and wishes to be granted the opportunity to take a make-up exam, a parent must contact the administration in writing or by phone (Main Office) prior to the start of the exam.**
- 4. If a student is absent from an exam and the administration has not been contacted in advance, the student will not be given a make-up exam and will receive a grade of zero.**
- 5. Make-up exams will be given at a time to be determined by the teacher.**
- 6. All students must remain in the testing site until the conclusion of the exam period.**

Regulations Adopted: March 20, 1972 CRANSTON PUBLIC SCHOOLS

Regulations Revised: August 20, 1990 Cranston, Rhode Island

Regulations Revised: July 16, 2007

Resolution No.: 07-7-21

Regulations Revised:

Resolution No.:

3323

Business

Soliciting Prices (Bids and Quotations)

Bids appearing on the School Committee Agenda shall include:

- 1. Number of bids issued**
- 2. Number of bids received**

Any single purchase of \$3,000.00 or more shall be made normally on

the basis of sealed bids sent to known suppliers of the materials. Bids should be sent to all vendors placed on the invitational bid list.

Any single purchase of \$2,000.00 or more and less than \$3,000.00 shall be made normally on the basis of three written quotations.

Exceptions to the above practices may be made in the following instances:

1. Purchases or commodities or services, the price of which is fixed by the public authority authorized by law to fix rates on prices.

2. Contracts for personal services.

3. Purchases or contracts where competitive bidding is dispensed with, without stated cause, on the recommendation of the Chief Financial Officer and the approval of an executive school sub-committee for purchasing. The members of this committee will be the School Committee Chairperson, the Superintendent of Schools, and the Chief Financial Officer.

4. Where there is only one known supplier (sole source).

5. When Federal Surplus Property is available to Cranston Public Schools, the Chief Financial Officer is authorized to make purchases in excess of \$3,000.00 with the approval of the Superintendent and

the executive school sub-committee for purchasing.

Business (cont'd) 3323

Awards shall customarily be made to the lowest responsible bidder meeting the specifications. However, the following facts may be considered and influence an award to other than the lowest bidder:

- 1. The general reputation and reliability of the bidder.**
- 2. Previous or assured future service to the department.**
- 3. The superior quality of the item in the light of the difference in cost.**
- 4. Where bids and quotations involve more than one item, the selection may be made in an item by item basis according to the lowest responsible bidder.**

On items of equipment in excess of \$3,000.00 in cost, the bid shall be awarded by the School Committee.

In all other instances, bids shall be awarded by the Chief Financial Officer, after such consultation as may be needed with the

administrative staff or supervising or teaching personnel.

Amended: 11/21/94

Resolution No. 94-11-35

Amended: CRANSTON PUBLIC SCHOOLS

Resolution No. Cranston, Rhode Island

Athletic Coaches 4112.5

Coaching vacancies will be adequately posted in each building by the Superintendent and advertised in accordance with the currently established posting policies and procedures.

Coaching positions shall be filled on the basis of the best qualified,

responsible person available. Criteria to determine qualification will include, but not be limited to knowledge, playing experience and coaching experience in the particular sport.

All coaches will be evaluated annually by the Director of Athletics.

After a formal evaluation, the evaluator and the coach will agree on a date and time for a conference to be held as soon as practicable.

A coach will be allowed to review a copy of the evaluation and will have a right to discuss the contents of the document and to attach a written response. All coaches will be asked to sign the evaluation prior to its placement in the coaches' personnel file.

Any complaint regarding a coach, made to the administration by any parent, student, or other person, which is considered in the evaluation will be shared with the coach involved.

Policy Adopted: CRANSTON PUBLIC SCHOOLS

Resolution No. CRANSTON, RI

Policy Amended:

Resolution: